



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

IN REPLY REFER TO:
CMC-MHF
10 Sep 96

WHITE LETTER NO. 11-96

From: Commandant of the Marine Corps
To: All General Officers
All Commanding Officers
All Officers in Charge

Subj: TRANSITION ASSISTANCE MANAGEMENT PROGRAM (TAMP)

1. As stated in my Commandant's Planning Guidance, "our best spokesmen and women are, and will continue to be, individual Marines demonstrating their capabilities and speaking for and about their Corps." As they move on to other ventures outside of the Corps, it is imperative that they reflect positively on their experiences from "cradle to grave." The TAMP is one such program that can provide a positive experience for our Marines as they leave active duty and transition to civilian life.

2. Since 1991, transition assistance programs have been available at our Family Service Centers (FSC's) on all major Marine Corps installations. These programs, which begin with a mandatory preseparation briefing, also include detailed counseling on a variety of topics such as affiliation with the Reserves, relocation assistance, educational benefits, and employment assistance. In addition, the Departments of Labor, Veterans Affairs, and Defense jointly offer a 2 to 3 day seminar to sharpen employment search skills and to explain veterans' benefits.

3. Despite the availability of transition assistance and the release of MCO P1754.5, TAMP Standard Operating Procedures, recent reports and inspections indicate that many Marines are not receiving this valuable training in a timely manner. Section 1142 of Chapter 10, U.S. Code, requires that preseparation counseling be provided as soon as possible before, but in no event later than 90 days prior, to the date of discharge. Reports and inspections indicate that over 50 percent of our Marines receive this counseling within weeks, or even days, of

Subj: TRANSITION ASSISTANCE MANAGEMENT PROGRAM

separation--not months. Therefore, many Marines leave active service with neither a full knowledge of the benefits and entitlements they have earned nor sufficient time to prepare for civilian life. I realize deployments and contingency operations sometimes cause delays to our Marines receiving this training, but we can do better than this. Aside from including the TAMP as a new functional area on the IGMC checklist, I want you to explore innovative ways to get this training to our Marines and implement your changes now.

4. As commanders, I am asking your help in solving this Corps-wide problem and assisting me in promoting our "taking care of our own" and "cradle to grave" philosophies. When our Marines move on, whether through discharge or through retirement, I expect supervisors and commanders at all levels to afford these Marines the opportunity to take full advantage of the programs and services provided by the FSC's. Our Marines must be confident they have our support. They deserve nothing less!



C. C. ZURK